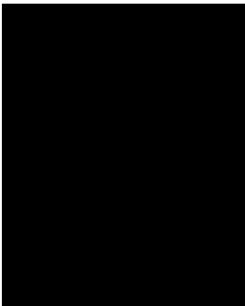


15 Aug, Wednesday,  
7:30 p.m.

9 August 1979

MEMORANDUM FOR:



Admin Directorate  
S&T Directorate  
Operations Directorate  
ICS  
NFAC  
OLC  
OGC

STATINTL

FROM

:

SUBJECT

:

Interim Review - CIA Senior Executive Service

1. Attached is a draft interim report to the DDCI on the preliminary proposals of the SES Developmental Task Force for a CIA Senior Executive Service.

2. In order to keep you informed of our progress to date and to seek your reactions to the interim proposals outlined in the attachment, we ask that you meet with us on 14 August 1979 at 0930 in Room 5E62 (OP Conference Room). We will at that time also give you our projections as to what is further down the road on our planning and scheduling.

STATINTL



for the  
SES Developmental Task Force Members

STATINTL

cc:



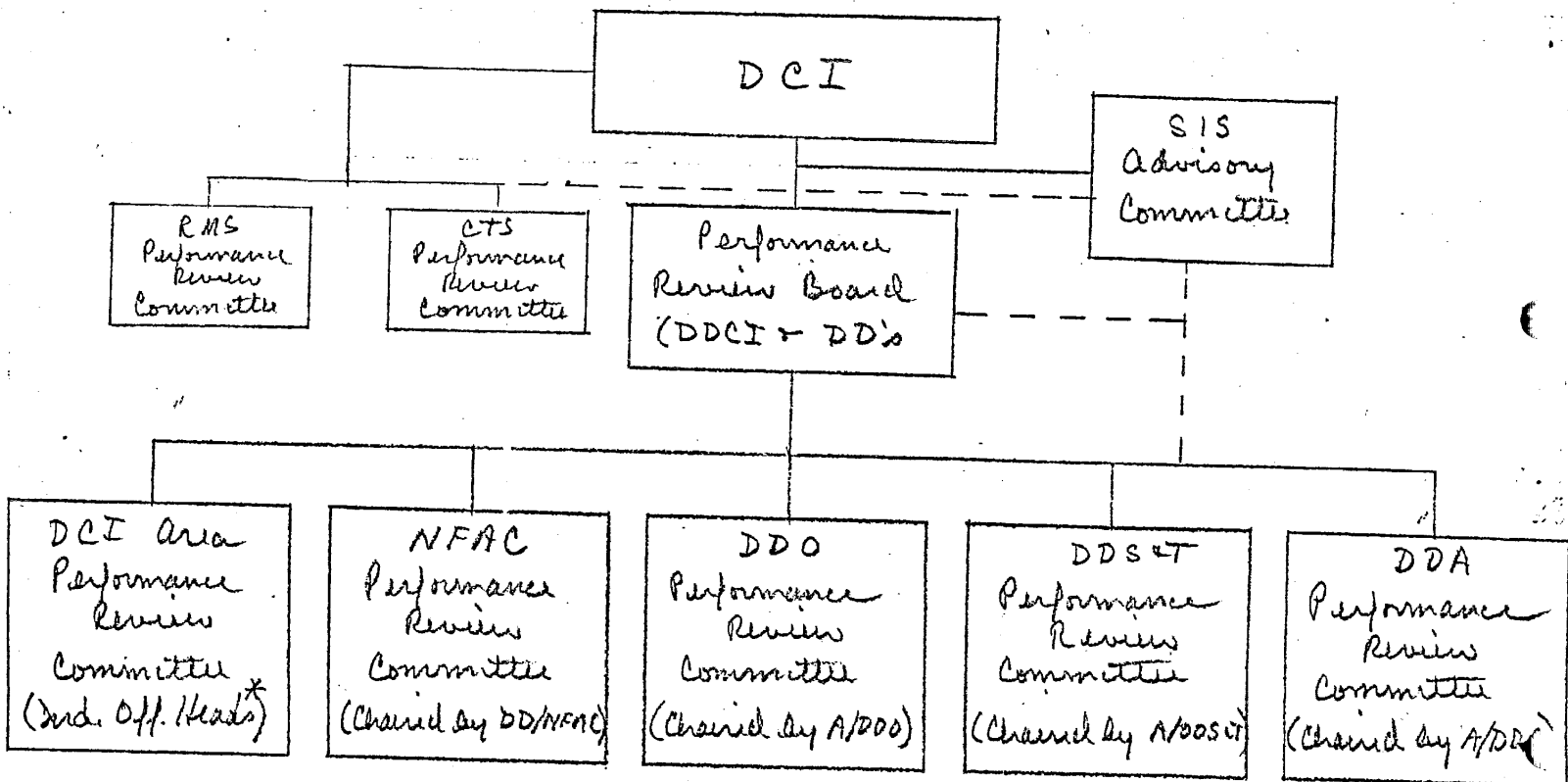
STATINTL

Alternative Proposal by [REDACTED] for fixing authority and responsibility for the submission, and endorsement of recommendations for annual performance awards totally within component management channels.

The Task Group's basic set of proposals for establishing an SES-type system for CIA was anchored on the concept of retaining Career Service identity of CIA SIS members and including the respective Career Service Review and endorsement authority of any recommendations for performance awards prior to their forwarding to the DCI/DDCI for final decision.

Annual Performance Appraisal Reports (PAR) will provide the primary basis on which performance awards may be granted. Since the PARs are prepared and reviewed within supervisory channels there is a certain logic to consideration of keeping recommendations for performance awards totally within line organizational command channels without reference to the Career Services. Adoption of this alternative would require a different structure for the review and endorsement at the Directorate-level of recommendations for performance awards.

Performance Review Committees would be established at the Directorate and RMS/CTS level to provide these reviews and forwarding to the Agency Performance Review Committees for final DCI/DDCI approval (see attachment).



\*Rotating Chairmanships

PERSONNEL

HN [REDACTED]

STATINTL

SENIOR EXECUTIVE SERVICE POSITION VACANCY  
NOTICES FROM OTHER FEDERAL AGENCIES

1. The Office of Personnel Management (formerly the United States Civil Service Commission) has issued instructions to other Government agencies for extensive and systematic recruitment for their vacant executive positions. In effect, agencies are to search for candidates from all groups of qualified individuals within the Civil Service and not limited to persons within their own agencies nor to those with competitive civil service status. As a result, Senior Executive Service (SES) position vacancies throughout the Federal Government will be announced by means of published vacancy notices. Although CIA is not required to announce its vacant executive positions outside the Agency, vacancy notices issued by other Government agencies are being sent here.

2. To afford CIA employees an opportunity to review SES position vacancy notices from other agencies, SES vacancy notice files will be maintained in the CIA Library at Headquarters and in the Staff Personnel Division, Office of Personnel, room 806 Ames Building. Questions concerning the content of SES vacancy notices should be directed to the persons and phone numbers listed therein. However, employees are cautioned to consider their cover status before making such contact and to consult their personnel or administrative officers on the preparation of employment applications.

FRANK C. CARLUCCI  
Deputy Director  
for  
Central Intelligence